

**2013 CITY OF SAN JOSE – MEF NEGOTIATIONS  
TENTATIVE AGREEMENT**

**CITY PROPOSAL #14 – UNIFORM ALLOWANCE**

Proposed Language:

- 12.11 Uniform Allowance. An annual Uniform Allowance not to exceed five-hundred dollars (\$500) shall be paid to eligible employees regularly assigned to the classifications listed below, provided that such eligible employees are required, in the performance of the assigned duties of such classifications, to wear an approved uniform.

1181 Police Data Specialist I  
1182 Police Data Specialist I (PT)  
1183 Police Data Specialist II  
1184 Police Data Specialist II (PT)  
1185 Police Data Specialist Supervisor  
2416 Senior Security Officer  
2431 Security Officer  
2432 Security Officer (PT)  
2441 School Crossing Guard (PT)  
2443 School Crossing Guard Coordinator  
8026 Supervising Police Data Specialist  
8512 Supervising Public Safety Dispatcher  
8513 Senior Public Safety Dispatcher  
8533 Senior Public Safety Dispatcher (PT)  
8514 Public Safety Radio Dispatcher  
8515 Public Safety Communication Specialist  
8534 Public Safety Radio Dispatcher (PT)  
8535 Public Safety Communication Specialist (PT)  
3252 Animal Services Officer  
3251 Senior Animal Services Officer  
8532 Public Safety Radio Dispatcher Trainee \*  
8534 Public Safety Radio Dispatcher Trainee (PT) \*

\* Employees in these classifications as of the effective date of a successor Memorandum of Agreement (MOA) will receive the portion of the Uniform Allowance they are entitled to, if any, that they would have been previously eligible for in a lump sum payment, less any applicable deductions, on the paycheck corresponding to the second full pay period after a successor MOA has been both ratified by union members and approved by City Council. Employees in these classifications as of the effective date of a successor MOA shall begin to receive the Uniform Allowance prospectively per the first two (2) pay periods for each month pursuant to the terms of the MOA. In no event will full-time employees in these classifications receive a Uniform Allowance in excess of \$500.00 and in no event will part-time employees in these classifications receive a Uniform Allowance in excess of \$250.00.


*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

**FOR THE CITY:**

  
Alex Gurza  
Deputy City Manager

5-15-13  
Date

**FOR THE UNIONS:**

  
Yolanda Cruz  
President, MEF, AFSCME Local 101

5/15/13  
Date

  
Charles Allen  
Business Agent, AFSCME Local 101

5/15/13  
Date